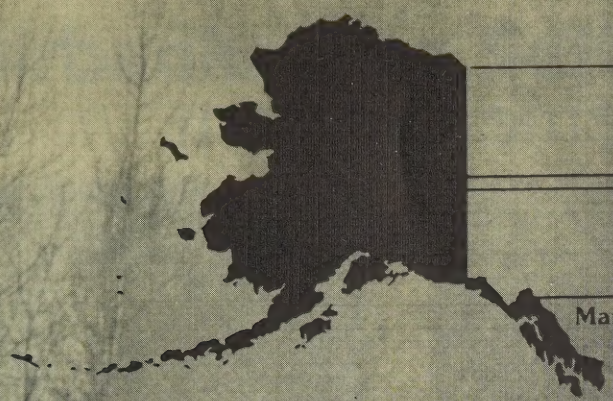


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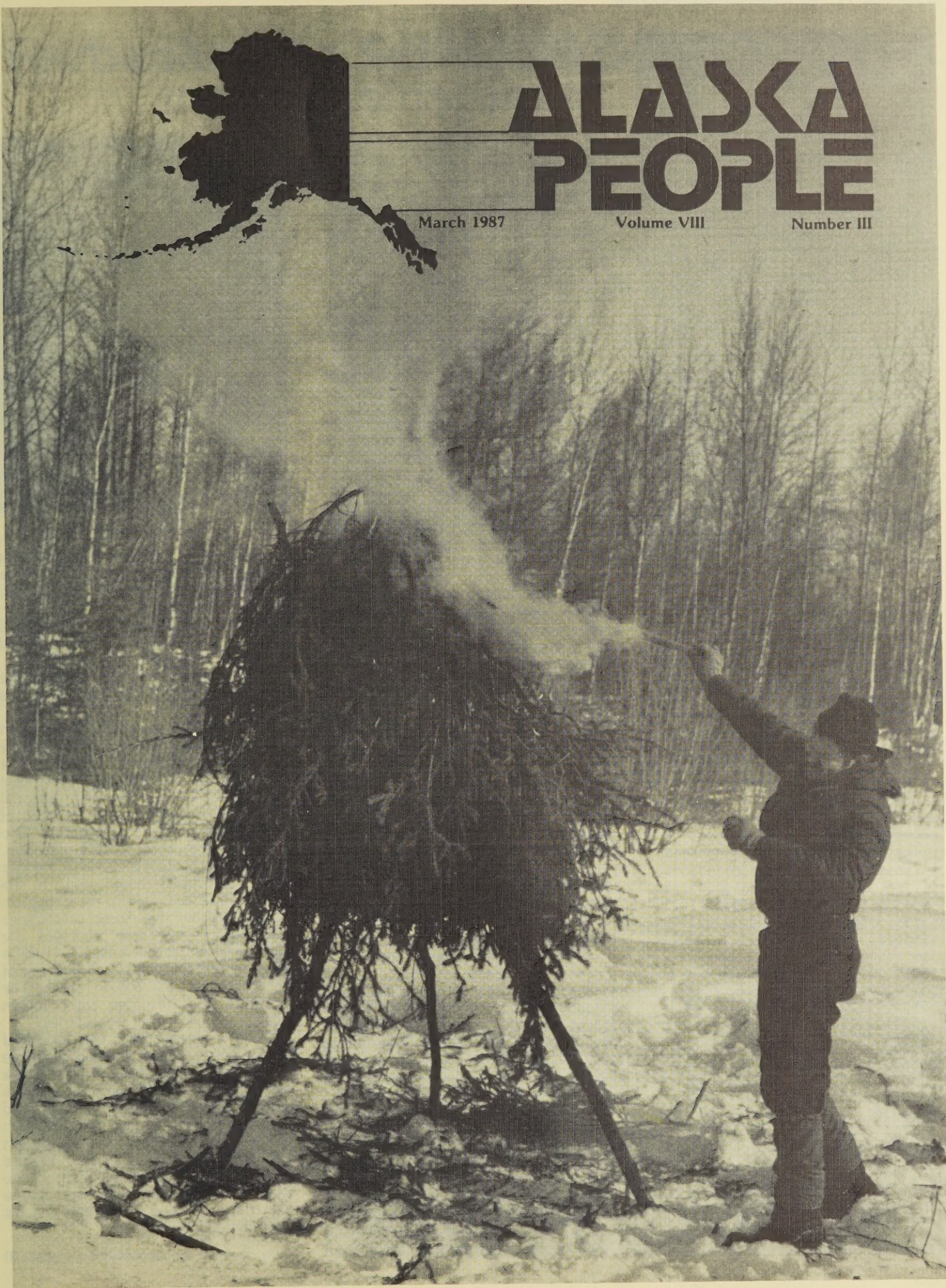


ALASKA PEOPLE

March 1987

Volume VIII

Number III



Meet the Management Team

Each month ALASKA PEOPLE is featuring one member of the Alaska BLM Management Team. This month's interview is with Tom Dean, manager of the Arctic District Office.

by Sharon Durgan Wilson

A quiet man with an unassuming air, Tom Dean has "been around the block and back again." He is a man of many interests and talents who has never been afraid of forging ahead on a new conquest when the time seemed right. Dean is manager of the Arctic District Office — the farthest north district in BLM — and administrator of the largest amount of BLM-managed land in Alaska.

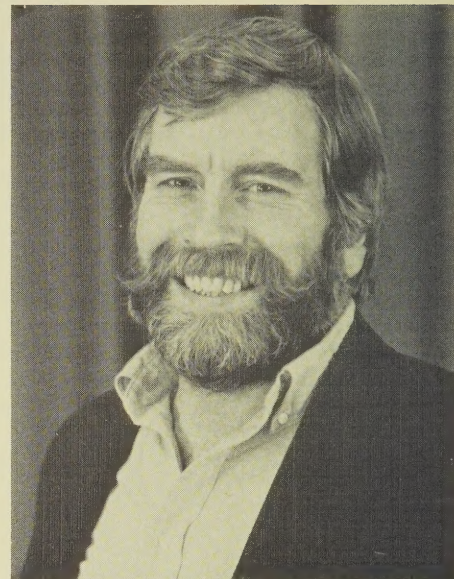
Very much the outdoors person, Dean also holds a beach seine, a limited-entry permit for salmon on the island of Kodiak. He has spent six weeks every summer for the last three years commercial fishing at Dead Man Bay. "Hard physical labor and fighting the elements is what keeps me together for the rest of the year at my desk job," Dean admitted.

Proud of his 28 years here, Dean calls Alaska home. During those years he has worked in a broad spectrum of land management positions. While attending college in Fairbanks he worked summers for state and federal agencies. After his 1964 graduation from the University of Alaska with a degree in wildlife management, he worked for the Alaska Division of Lands as a realty assistant.

Dean joined BLM in 1968 as a land law examiner and later became assistant manager of the Fairbanks Resource Area. Another promotion made him manager of the Arctic Resource Area, later named the Arctic/Kobuk Resource Area.

During his early BLM years, Dean's deep love for the outdoors led him to buy a fishing lodge on Tanada Lake in the Wrangell Mountains. "The fishing was great," he said, "but it was a long way from Fairbanks and my year-round job." He subsequently sold the lodge.

After 12 years of government jobs, Dean bought the Jade Cache in Fairbanks, creating and selling jade products. Although he eventually returned to an office job, his interest in jade is still strong. He recently opened Jade-Alaska as a part-time business. In his home workshop he spends many late hours designing, cutting and



Tom Dean

polishing jade jewelry boxes, book ends, card holders, cribbage boards and other items which he sells to Alaskan gift shops.

In 1981 Dean accepted the position of project manager for BLM's National Petroleum Reserve in Alaska. The NPR-A project eventually became the Arctic Resource Area, with Dean as manager.

After the BLM-Alaska reorganization in 1986, Dean's resource area became the Arctic District Office. The northernmost boundary of the district is the Arctic Ocean, and the National Petroleum Reserve makes up most of the district. The reorganization also added 1 million acres to his jurisdiction. Those acres include the Utility Corridor from the Brooks Range south to the Yukon River and east to the Canadian border. Within the Arctic boundaries the district staff now manages the surface and subsurface use of 34 million acres of land and the subsurface use of an additional 30.3 million acres. The increase also brought eight Indian villages within district boundaries.

Dean is pleased with the additional responsibility. "With the old resource area basically composed of NPR-A, we were mainly involved with oil and gas issues. Now we have a diversified program with a strong emphasis on wildlife within NPR-A and recreation and mining within the Corridor. We are now a truly well-rounded district," he said. Although a lot more work came with the increased size, Dean and his staff couldn't be happier.

continued on page 10



photo by Danielle Allen

ON THE COVER:

Signalling for survival. Sgt. Brian Horner lights a signal fire during an arctic survival class held recently on Campbell Tract. (story on page 6)

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Fairbanks Duo Serves As Guest Curators

by Sharon Durgan Wilson

People thronged the exhibit room at the University of Alaska Museum in Fairbanks on February 21, deeply engrossed in the multi-media exhibit. The guest curators and museum staff were surrounded by well wishers, receiving congratulations on a job well done. Expressions of relief and pleasure were evident — a lengthy project was complete. The result was a well-designed, innovative tribute to dog mushing called "The Driving Spirit: A Salute to Our Sled Dog Tradition."

The new display — composed of photographs, illustrations, text and historical items associated with dog mushing — is the result of months of dedicated research and planning. Two volunteers, referred to as "guest curators" by the museum staff, are also part of the BLM family.

Susan Will, an archeologist with the Steese/White Mountains District, has worked at BLM in Fairbanks for the past eight years. Her collaborator, Pete Bowers, was an archeologist with the Arctic Resource Area for several years before he left BLM to train for the Coldfoot Classic and Yukon Quest sled dog races. He has worked as a temporary employee of the Arctic District for the past two summers.

The love for dog mushing has been contagious among BLMers in the past, and Susan succumbed to its lure seven years ago. Starting with three dogs for a little "recreational" mushing, she now maintains a kennel of 20 dogs and concentrates her energies on sprint racing. She is also known in the Fairbanks community for coordinating workshops and school presentations on dog mushing and sled dog care.

Since beginning the initial research several years ago, Will and Bowers have spent hundreds of hours reading books, researching old photographs and contacting people throughout Alaska, Canada and the Lower 48 to ask for information or the loan of mushing artifacts. "This project has consumed my evenings, weekends and annual leave during the last six months," said Will, "and it's not finished." Almost every day someone who has seen the display contacts her or Bowers with information or leads on historical dog mushing pictures. She continues to see ways to improve the display, and her mind never stops turning over future possibilities.

Will and Bowers compiled the results of their research into a notebook, which contains references to almost every

photo by Barry McWayne, UA-F Museum



Coordinator Wanda Chin (left) discusses the exhibit with Susan Will and Pete Bowers.

historical fact about mushing in the north country. The museum's photographer, Barry McWayne, shot hundreds of pictures recording mushing paraphernalia for the display and for permanent record. Exhibit coordinators Wanda Chin and Terry Dickey selected the different elements to portray the sport and designed the layout of the display.

"I'm proud of its well-balanced summaries of races in Alaska, North and South Pole explorers, traditional use of sled dogs by Native people, profiles on mushers, and descriptions of equipment and terms; but there is still a need for more coverage. We haven't even mentioned races in the Lower 48, Canada or Europe," Will said.

The exhibit coincides with the 60th

anniversary of organized sled dog racing in Fairbanks and will be on display at the museum until April 26. During that time the community will also be enjoying the North American and Yukon Quest sled dog races and the Fairbanks Ice Festival. After that it will become a permanent display at the Alaska Dog Musers' Association hall in Fairbanks.

The project was sponsored by the Musers' Association, the city of Fairbanks and a number of foundations and industries. The number of people attending the opening night reception indicated the popularity of the exhibit. If the strong interest continues, Will and Bowers hope to find funding to send a traveling exhibit around the United States.

photo courtesy Glenbow Archives Library, Calgary



Title & Land Status

Keeper of the Land Records

What is Title and Land Status, and what do the people who staff this branch do? "The primary function of T&LS is maintenance of land status records for the state," explained Loyd Miller, branch chief. "This critical recordkeeping task of BLM is divided between two offices. In the state office T&LS maintains records for the southern half of Alaska, while their counterpart in Fairbanks is responsible for the northern half."

Land status records are kept on Master Title Plats (MTPs) — 20- by 25 1/2-inch mylar sheets. These plats depict legal actions pertaining to land such as withdrawals, applications and final conveyance out of public ownership. They show water bodies, acreages, surveys, conservation areas, land use boundaries, applications for patents, areas involved in litigation, leases, and ownership of the land by the state and federal government and Native corporations and allottees.

"Work on Native allotments often requires frequent revision, while the status on land being conveyed to the state could remain the same for years."

The basic plats are made in the automated cartography unit under the supervision of Terry Hobbs. Information taken from high-altitude aerial photographs and USGS quad maps is digitized and drawn onto mylar sheets using a Hewlett Packard drum plotter. Hydrography and survey information are included in this step. Each MTP represents six miles square of land, or one township.

Hobbs' unit, officially created in October 1986, actually began two years ago. At that time all work was done manually; now with automation the unit is able to relieve other units of some work.

Ray Edgerly plots amended protraction diagrams — a block of 16 unsurveyed townships — on a graphic terminal. Here he makes changes in hydrography and land formations from naturally-occurring events such as glacial melting. "I feel fortunate to have this job," he said. "I like working with computers and working on my own. The job teaches patience because working too fast can result in mistakes which will slow down production when



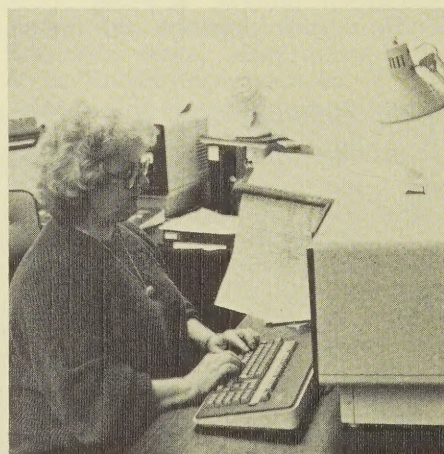
Rita Connell updates land status on a master title plat.

you have to stop and find the error. Oftentimes it's faster to go slow."

"We have some of the best people working in this unit," Hobbs said. "The technology changes rapidly, and the people here are to be commended for the fine work they produce."

Once the basic MTPs are made, they go to the current status unit for addition of ownership information, subsequent updating or revisions. Ron Biggs, unit chief, reviews casefiles and screens them for changes such as patents, village selections, state applications and rights-of-way.

A cartographic technician then makes the necessary changes using pen and ink lines. Various line weights and symbols tell the story of that particular township. For example, a solid ink line .5mm wide represents an application or a conveyance, while a 1mm line represents two applications or conveyances having a common boundary.



Linda Varnado enters historical indices on the Wang.

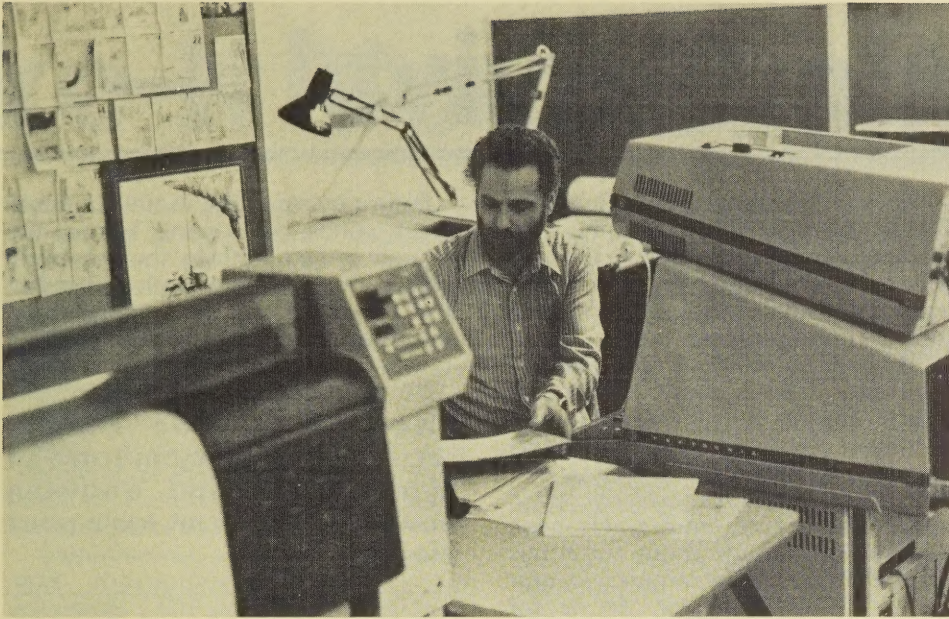
Plats may be updated weekly, monthly or yearly depending on the particular status. According to Doug Dilts, "Work on Native allotments often requires frequent revision, while the status on land being conveyed to the state could remain the same for years. Once an entire township is patented, no further changes are necessary."

Carto technician Rita Connell enjoys the work because it allows her to tie in graphics and illustrating with her background in graphic technology and drafting. "I like it here because there's a lot to learn. Land status changes every day, and it's challenging to keep up with it," she said. So frequently, in fact, are revisions necessary that the unit updates an average of 800 to 1,000 plats each month.

So frequently are revisions necessary that the unit updates an average of 800 to 1,000 plats each month.

In addition to maintaining plats, more than 5,000 quad maps are also on file in current status. These maps show those easements that are reserved from interim conveyance (IC) documents of village and regional corporations. An IC is a temporary form of patent meaning the land is unsurveyed. Easements may be lineal (roads, trails, streamsides), site (campsites, water facilities, landing areas) or corridor (pipelines, transmission lines, utility corridors). The map also shows a sponsor code, indicating who the easement is reserved for such as general public use, Department of Defense or Fish and Wildlife Service. Symbols and lines represent the different types of easements. A solid double line depicts an existing road, a broken line indicates a proposed road and a triangle represents a campsite.

Once the status has been updated, the MTP and casefile are sent to the support unit headed by Doris Davis-Bates. Information from the casefile is transferred to a historical index (HI) of each township. "The work may sound easy, but each MTP must be spot-checked for accuracy," according to Mitch Overstreet, a miscellaneous documents examiner. "We check decisions, patents and certificates of allotment, and enter remarks on each index. It involves a lot of research."



Ray Edgerly (left) plots amended protraction diagrams. (below) Thursa Hayward operates a processor camera which films the MTPs and HIs.

The MTP and HI are then microfilmed, producing a reduced version on a three- by seven-inch aperture card. Several microfilm copies are made and sent to BLM's public rooms and to any other agency with an interest in that particular township.

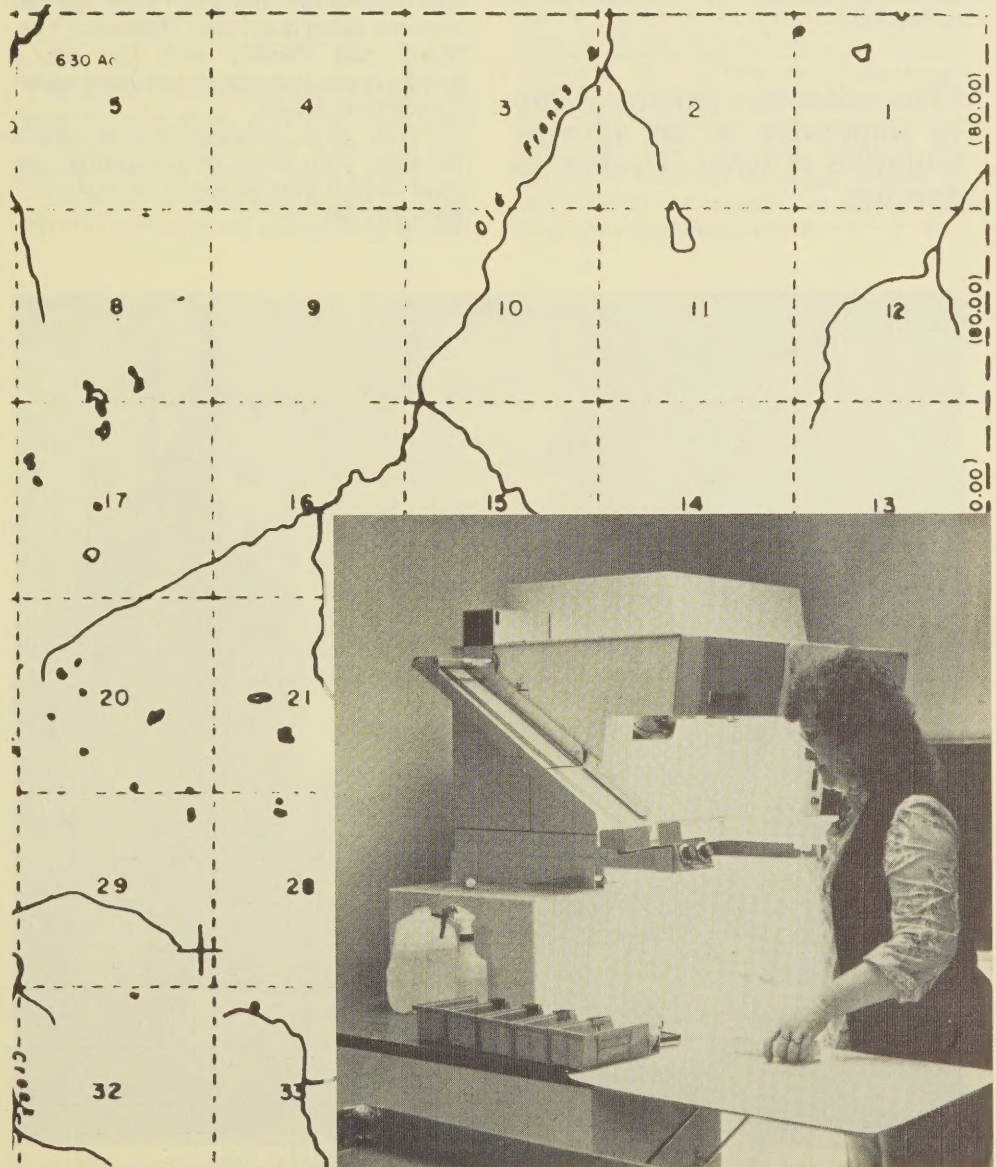
Thursa Hayward is the microfilm technician responsible for filming the MTPs and HIs. "I'm a 'Jill' of all trades," she said. "I do a little bit of everything around here. In addition to recording casefiles and producing aperture cards, I film patents and do a number of audits. I'm also training a volunteer at the present time."

"Knowing the location of a tract, who has claims against it, and who holds title is crucial to managing the land."

Davis-Bates has high praise for the unit. "Our work has changed radically since we've begun automation; and because of the flexibility and dedication of the people working here, it has been a success," she said.

Miller stressed the importance of knowing land ownership and of maintaining accurate records. "Plats are important to the public and to many BLMers who consult them daily in the course of their work. Knowing the location of a tract, who has claims against it and who holds title is crucial to managing the land."

He summed up his feelings about the section: "I've worked in status records for more than 20 years, and this is the most dynamic, hard-working group of people with whom I've had the privilege of working. All BLMers are welcome to visit; we'd be happy to give them the grand tour."



Arctic Survival — M

story & photos by Danielle Allen

Stumbling through a blinding snowstorm with frozen toes and a touch of hypothermia are things which make for an exciting arctic adventure movie. But these same elements would decidedly doom almost anyone trying to survive in the arctic. Everyone knows that staying alive in the frozen north is serious business, and Sgt. Brian Horner and Jack Lewis make it their business.

For the past five years, Horner, an Air Force escape and evasion specialist, and Lewis, the Anchorage District fire management officer, have been teaching BLM and other federal employees arctic survival. Teaching some very special skills is what Horner does for the Air Force and something Lewis has learned from his many years in the field.

"The will to live and the ability to improvise in an adverse situation is what it takes to survive."

During a 30-hour session in February they taught a group of 19 as much as they knew about the subject in the time allowed. Although knowledge is important, other factors determine a person's chance for survival.

"The will to live and the ability to improvise in an adverse situation is what it takes to survive," says Horner. He brings this point home by relating the following incident to the class:

"A pilot brought his small aircraft in for a near-perfect landing. He soon realized he was way above the Arctic Circle with no fuel, emergency locator beacon or survival gear. So he sat down and wrote a letter to his wife. Then he took his pistol and shot himself in the head."

Unfortunate? Yes. The pilot's body was found 24 minutes later by an airplane flying overhead. Realistic? Yes. Many can identify with the pilot's helplessness but would not have given up without a fight.

"Your best survival tool is what's between your ears; you've got to use your wits if you're going to make it," says Horner.

Before overnighting in the Campbell Tract woods, participants learned the value of proper clothing, the benefits of always carrying a day pack with a flint and emergency food rations, and ingenious tricks of the trade.

"Realizing your limits, recognizing the symptoms of hypothermia and knowing how to treat it can save your life."

On the second day the hands-on exercises revealed how much fun living in the snow can be. First, the group responded to an simulated airplane crash by administering first aid to a person with an abdominal wound.

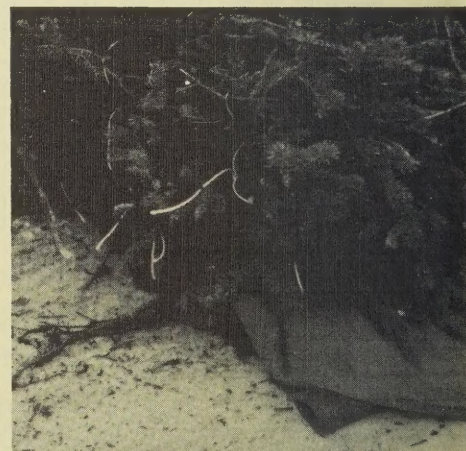
"That was a load of fun," says John Pulling, support services aircraft freight



Sgt. Brian Horner explains how to build a fire.



Dayle Sherba



Bill Cox, of the Alaska Native Hospital, works with a survival blanket.

ake It Your Business

loader. Field first aid was covered because, Horner says, "Eighty-five percent of all people in survival conditions have injuries due to a trauma accident."

A signalling session and the building of a central fire kept the group busy and warm. Shelters were built and snares were laid before everyone retired for the night. Although the wind chill temperature dipped to minus 25, there were no complaints about the comfort or warmth of the shelters.

Hypothermia, a concern of everyone, was thoroughly explained. "An estimated 1,000 people a year die from hypothermia in the Lower 48 alone. It usually affects overly-confident people," says Horner. "Knowing your limits, recognizing the symptoms of hypothermia and knowing how to treat it can save your life."

"I actually thought I would die if I were in a winter survival situation," says Sally

Thompson, a physician with the Alaska Native Hospital. "But now I don't have that fear." Pulling concurs, "After this, I feel I can survive anything."

Although the group woke up to empty snares, they filled their stomachs with food brought to supplement their anticipated wild game catches. They practiced making a fire using a flint and brush gathered from the woods.

Lewis says, "I really don't think about survival because I'm always in a survival mode. I'm prepared for the airplane to go down, and my jacket is always full of survival gear."

...in subzero weather an accident or earthquake could put you in a survival situation.

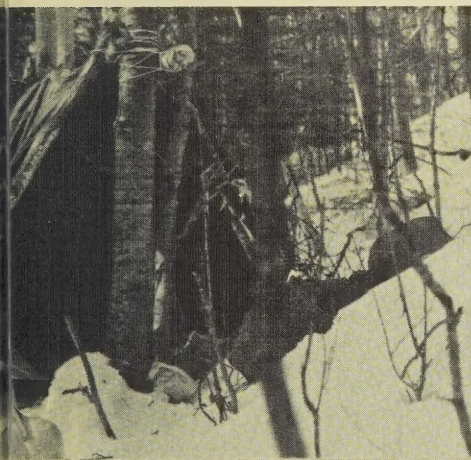
By early afternoon of the third day the session was over and the class had cleaned and cleared the area. "It's like we were never there," says Lewis.

With terms like snow blindness, frost nip and squaw wood still swirling in their

heads, the group had a lot to think about. "Of all the training I've taken, this is the most worthwhile and most beneficial. It's not only people associated with the field who need this training," says Bruce Ockrassa, photogrammetry cartographer technician. "Anyone who lives in Alaska should learn to do this," says Dayle Sherba, photogrammetry photointerpreter.

Five BLM, 11 Alaska Native Health Service and four Fish and Wildlife Service employees attended the training. "Upon completion," Lewis says, "participants should know basic and intermediate arctic survival skills and be able to survive for long periods in winter conditions."

This is something we all need to know. Think about it the next time you hop a plane to Fairbanks or Seattle, wearing gym shoes and light-weight clothing, relying on the pilot to get you to your destination. Think about it when you take that trip from home to the office in subzero weather where an accident or earthquake could put YOU in a survival situation.



aning house.



enjoys the warmth of a spruce bough



(l to r) Merlin Erickson and Tom Fischbach, of Alaska Area Native Health Service, cut trees to make an A-frame shelter.



New Staff Cuts Budget Pie

text & photo by Tricia Hogervorst-Rukke

Alaska BLM's new budget shop is made up of budget officer Art Hosterman; budget analysts Ben Fish, LaRalle Smith and Pat Lillian; and budget assistant Fronna Snelson.

Hosterman is the lead for the office, Fish is responsible for the state office budget, Smith for the Anchorage and Glennallen district budgets, and Lillian for the budgets of AFS and the three districts in Fairbanks. Snelson is responsible for personnel transfer travel funds and reimbursable accounts.

The budget office is located in the Office of Management, Planning and Budget, a new unit created by the reorganization and the first of its kind in BLM. "This is the first time that BLM has placed budget and planning in the same office," says Hosterman. "One of the budget officers' goals is to give the office heads (DMs, DSDs, etc.) more up-front input to the budget allocations. The process used in December to allocate the annual work plan was our first attempt."

February is Program Year Budget Plans (PYBP) time when the budget shop works closely with the districts and divisions to prepare budget projections for FY '89.

"The program leader or staff expert, working with field counterparts, monitors each subactivity. Working closely with the office chiefs, they project the funding needs for two years from now. These are figured for two or three levels, one maintaining the present budget and one showing necessary cuts if the subactivity were cut 10 percent. In some years we were also asked to project a budget based on an increase, but this has not occurred recently," says Hosterman.

This is the only time when money in one subactivity can be shifted to another. However, the manager takes a risk of having it removed from the subactivity instead of transferred over. Managers have understandably been reluctant to propose many shifts in funds.

"When budget receives the projections from the program leaders, a package is consolidated and sent to the Washington office. Alaska's package is combined with the other state offices, and a complete package is sent to the Office of Management and Budget (OMB) and then to Congress."

Waiting for Congress to sign off on the budget is always a challenge.

Congress did not authorize the FY '87 budget until December. When the previous year's appropriation runs out, Congress must pass a "continuing resolution," or the agencies affected are out of money. Such a resolution normally authorizes BLM to expend funds at approximately the same level as the previous year. If cuts are made, they must be absorbed after the budget is passed.

"We usually have some idea of how the budget looks from the proposed annual work plan information we receive in September," says Hosterman. At this time each program leader and division chief is asked what they can do with a specific amount of money. They also list what additional money is needed to accomplish priority work.

"The budget office consolidates and forwards the information to Washington. Based on national priorities and the actual budget passed by Congress, headquarters will decide if our priorities rate an increase or decrease. We are then told what funding we can expect. These are called

the annual work plan directives. Once the directives are received, we finalize our annual work plan and compare this information with the money actually being spent.

"One of our goals with the new organization is to do a better job of monitoring how our money is spent," says Hosterman. "We hope to establish a much closer link with specific offices and assist them in their budget work. Rather than resource managers spending much of their time monitoring budgets, the monitoring will be left to OMB.

"We also hope to establish, develop and monitor cuff records where necessary. Information from the Denver printout, which tells us how we spent our money, is usually obtained two to three weeks after the fact. We want to tighten that up where necessary and keep more up to date," he says.

"One example is aircraft charges which can be as much as two months late on the Denver printout. We plan to work much closer with the offices that use aircraft to keep more up-to-date records of our expenditures."



(l to r) Pat Lillian, Art Hosterman, LaRalle Smith, Ben Fish and Fronna Snelson review budget projections for FY '89.



Knapman Joins Reindeer Program

by Susan Swartz

When Larry Knapman studied range management at the University of Arizona, he had no idea he would one day manage reindeer grazing on the Seward Peninsula. "Some of my professors would roll over in their graves," said Knapman, a natural resource specialist assigned to the Kobuk District Office.

While in school Knapman wrote a term paper on the tundra grazing region in Alaska and hoped someday to live here. In 1973 he made the move north to work for the Fairbanks District's resources division where he was responsible for soil, water and air evaluations on land use plans. In the Kobuk District, Knapman will again practice what he learned in college — this time with reindeer instead of cattle. About a third of his time will be devoted to the reindeer grazing program.

Until Knapman joined the staff, Larry Field had total responsibility for the reindeer program. Now the responsibilities will be shared by the two men. The grazing program in the Kobuk District is unique since it is the only reindeer grazing program in the country on BLM land. BLM issues permits to Natives to graze reindeer on federal land. Most of the land on the Seward Peninsula is divided among 14 herders with a total of 18,000 to 20,000 reindeer. There is a small filing fee for the permits but no lease fee since the land is not leased. "We recognize that reindeer grazing is a legitimate use of the land," Field said. "However, we have to consider all the uses; it comes back to the multiple use concept."

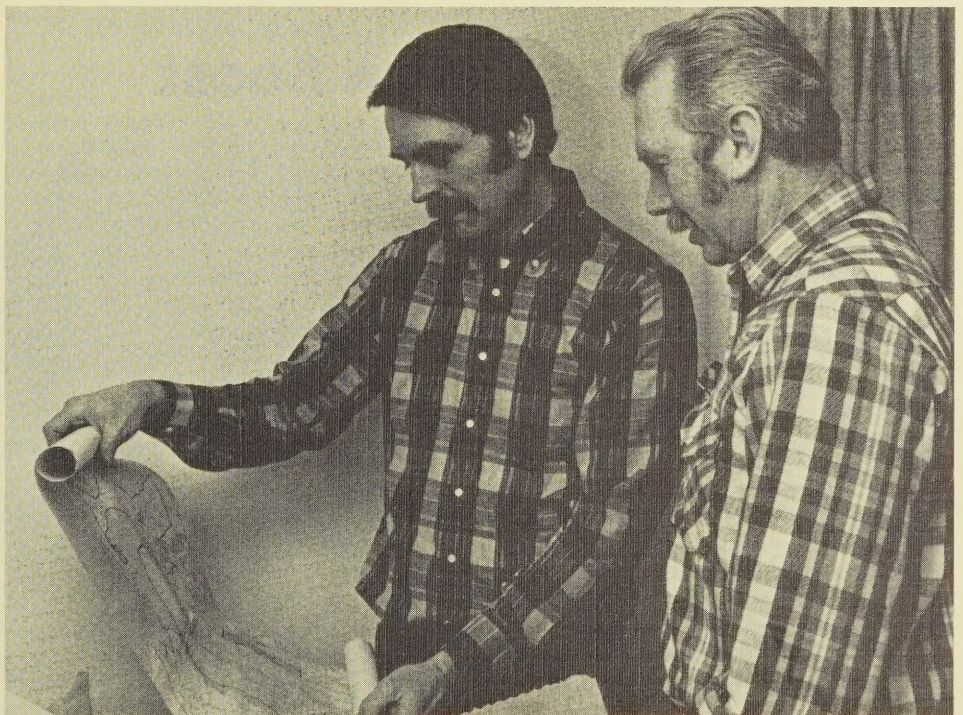
One plan provides guidelines on where the reindeer should be kept on the allotment at different times of the year and how grazing should be distributed over a period of years.

Field and Knapman assist the herders to better manage their herds and prevent over-grazing. To this end, "allotment management plans" are being prepared. The plans must be closely coordinated with other agencies, such as the state of Alaska and the National Park Service, which also manage land within the grazing allotments. One plan, already completed, includes an inventory of the available forage on the allotment. It gives guidelines on where the reindeer should be kept on the allotment at different times of year and how grazing should be distributed over a period of years.

One problem facing Knapman and Field is how to decide the amount of grazing lichens can support. Standard range management measurements of "animal unit months" were developed for cattle in the Lower 48 but don't apply to reindeer on lichen range. "Larry's background in grazing management will be helpful since mine is in fish and wildlife," Knapman said. "It's also nice having another person available to provide additional on-the-ground management."

Knapman and Field traveled to Nome and Kotzebue during the last week of February to meet with some of the herders — Knapman's first introduction to most of them. He is looking forward to the challenge of the new assignment and the opportunity to use his education in this unique way.

photo by Dan Gullickson



Larry Field (left) and Larry Knapman study a map of the Seward Peninsula.

Classification — Who's Responsibility?

Is classification skill or magic? It may seem like a mystery to many individuals who have found themselves in conflict with a classifier when writing a position description.

Recently *Classifier's Column*, the newsletter of the Classification and Compensation Society, printed an excerpt from a special report prepared by the Classification Task Force addressing some of the questions that arise about classification.

The task force is recommending a gradual shift of classification authority from the personnel office to line management. Such a shift would involve training managers in the methods of classification and would place accountability with the line manager.

This recommendation is based on the premise that since managers are responsible for the assignment of work to accomplish their programs, they should be accountable for certifying that the work is described accurately.

According to the task force, this

accountability is rarely enforced. When disputes arise about a classification, it is often due to an out-of-date description of the work and disagreement over the grade level.

Delegation of authority to managers will not eliminate all disputes, so the task force feels there will have to be some mechanism to resolve disputes. This might be the personnel officer or head of the agency.

Recently the Navy adopted a policy delegating the classification of civilian jobs to managers, and a Department of Defense directive seems to be following the trend. The task force cautions that if an agency wishes to move in this direction it must set up the necessary procedures, train supervisors and have up-to-date occupation standards before officially delegating the responsibility.

The BLM has not made any decisions to follow DOD's lead in delegating classification authority to line managers. However, this could change in the near future.

Personal Notes

Dot Kieffer, ASO Division of Conveyance Management, won first place and division championship for her handmade ceramic doll in this year's Fur Rendezvous competition. Kieffer, who has been making dolls since last fall, said the French doll with a cloth and leather body took her about a week to complete.

LaShonda (12) and Keisha (8), daughters of **John Miller**, ASO Division of Support Services, recently won KGOT Radio's "Tomorrow Talent" lipsync contest for 8- to 12-year-olds. The girls competed in three weeks of eliminations before going on to win the grand prize, a \$500 savings bond.

BLMers Give Libby A Boost

Libby Riddles is off in quest of a second Iditarod Sled Dog Race championship with a little bit of help from her friends in the BLM Libby Riddles Booster Club.

A number of employees participated in cutting and/or sewing dog booties including Jane Mangus, Susan Erickson, Eunice Lane, Dorothy Preston, Ann Johnson, Marge Page, Charlene Montague, Jan Sosnoski, Danielle Allen and Joette Storm. Ken Higgins prepared kindling bundles, Doris Davis-Bates prepared mailing tags and Ritchie Hoyt donated cash. By special request Charlene Montague made some of her delicious chicken for Libby to snack on during the race.

The help was the BLMers' way of saying thanks to Libby for endorsing the "Take Pride in America" campaign.



Libby Riddles

Tom Dean, continued from page 2

A major project this year will be the completion of the Utility Corridor Resource Management Plan (RMP). The Corridor has been referred to by many as "one of the most valuable pieces of real estate in the world." Dean and State Director Mike Penfold recently traveled to Washington, D.C., to present the proposed RMP to top BLM managers. "I was very pleased with the favorable reaction we received from the Washington Office to the proposed draft. It speaks well of the excellent coordination and work done on the project by the staffs in Fairbanks and Anchorage," Dean said.

Another priority is the development of a cooperative agreement with the Fish and Wildlife Service for a black brant study on the Teshekpuk Lake Special Management Area. Dean is now involved with the negotiations for joint funding from state, federal and private agencies for this five-year study.

With his increased responsibilities and the out-of-town travel it demands, Dean finds little time to enjoy the Alaskan outdoors. He still holds a private pilot's license, but his free time is absorbed by his horse, three Australian shepherds, a litter of eight puppies and three cats. Tom Dean, the manager, the Alaskan and the artist, has no problem with boredom in his life.

Applause

SUGGESTION AWARD

Ann Richardson, Cartographic Technician, Division of Support Services

SUSTAINED SUPERIOR PERFORMANCE AWARD

Martin Karstetter, Program Analyst, Division of Conveyance Management
Danielle Dines, Secretary, Division of Conveyance Management
Viola McCullum, Supervisory Documents Examiner, Division of Conveyance Management
John Young, Economist, Division of Mineral Resources
Carolyn Mitchell, Land Law Examiner, Division of Conveyance Management
Douglas Gardner, Land Surveyor, Division of Cadastral Survey
Karen Collie, Land Law Examiner, Division of Mineral Resources
Richard Bouts, Outdoor Recreation Planner, Kobuk District Office
Keith Woodworth, Supervisory Natural Resource Specialist, Kobuk District Office
Scott Robinson, Wildlife Biologist, Kobuk District Office
Linda Jeffers-McClelland, Miscellaneous Documents Examiner, Division of Support Services
John Douts, Photolithographer, Division of Cadastral Survey
Thomas Eidel, Cartographic Technician, Division of Cadastral Survey
Rita Booth, Miscellaneous Documents Examiner, Division of Support Services
Lori Davis, Secretary, Division of Support Services
Mary Zeiher, Supervisory Personnel Staffing Specialist, Division of Support Services
Olivia Short, Supervisory Land Law Examiner, Division of Conveyance Management
Helen Burleson, Supervisory Land Law Examiner, Division of Conveyance Management
Pamela Chesla, Contract Specialist, Division of Support Services
Dwight Sandlin, Computer Programmer Analyst, Division of Support Services
Lorraine Lee, Computer Programmer Analyst, Division of Support Services
Don Pino, Position Classification Specialist, Division of Support Services
James Mroczek, Illustrator, Office of Public Affairs
Valerie Arruda, Editorial Assistant, Office of Public Affairs
Edward Bovy, Technical Publications Editor, Office of Public Affairs
Patricia Hogervorst-Rukke, Writer/Editor, Office of Public Affairs
Jane Mangus, Writer/Editor, Office of Public Affairs
John Fairlie, Cartographic Technician, Division of Cadastral Survey

C. Michael Brown, Supervisory Realty Specialist, Division of Conveyance Management
Carla Riley, Miscellaneous Documents Examiner, Division of Support Services
Joseph Maestas, Land Surveyor, Division of Cadastral Survey
Joanna Hatton, Land Law Examiner, Division of Mineral Resources
Thomas Deiling, Land Surveyor, Division of Cadastral Survey
Martha Housley, Land Law Examiner, Division of Mineral Resources

SPECIAL ACT AWARD

Carl Kretsinger, Fishery Biologist, Kobuk District Office
Richard Fort, Forestry Technician, Alaska Fire Service
David Bieganski, Cartographic Technician, Division of Cadastral Survey
Dwayne Richardson, Photolithographer, Division of Cadastral Survey
Bud Sweet, Employee Development Specialist, Fairbanks Support Center
Gail Soldato, Voucher Examiner, Division of Support Services
Jerry Zamber, Program Analysis Officer, Office of Management, Planning & Budget
Allan Breitzman, Realty Specialist, Division of Support Services
Lowell King, Supervisory Computer Specialist, Division of Support Services
James Ducker, Historian, Division of Conveyance Management

QUALITY STEP INCREASE

Derry Burnett, Supply Clerk, Alaska Fire Service
Rodney Everett, Land Law Examiner, Steese/White Mountains District Office
Sue Michael, Employee Development Assistant, Division of Support Services
Ramouna Sandbo, Computer Operator, Alaska Fire Service
Lloyd Miller, Supervisory Land Law Examiner, Division of Support Services
Robbie Havens, Supervisory Land Law Examiner, Division of Support Services
Susan Giovinazzo, Legal Clerk, Fairbanks Support Center
Bonita Willer, Computer Programmer Analyst, Division of Cadastral Survey
Sonny Thomas, Cartographic Technician, Division of Cadastral Survey
Ann Hagen, Training Coordinator, Division of Cadastral Survey
Joanne Valentine, Supply Clerk, Alaska Fire Service
Barry Noll, Engineer, Office of Management, Planning & Budget
Gail Ozmina, Realty Specialist, Division of Support Services

APPRECIATION AWARD

Horace Sanders, Program Analyst, Division of Cadastral Survey

Mitchell Overstreet, Miscellaneous Documents Examiner, Division of Support Services
Diana Songer, Miscellaneous Documents Examiner, Division of Support Services
JoAnn Bicskei, Clerk Typist, Division of Mineral Resources
Dorothy Hanley, Miscellaneous Documents Examiner, Division of Mineral Resources
Ed Doyle, Miscellaneous Documents Examiner, Division of Mineral Resources
Lois Simenson, Land Law Examiner, Division of Mineral Resources
Jeanne Pulkownik, Land Law Examiner, Division of Mineral Resources
Sue Faught, Land Law Examiner, Division of Mineral Resources
Kathleen Ferencak, Land Law Examiner, Division of Mineral Resources

10-YEAR PIN

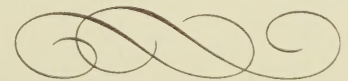
Allen Palmer, Electronics Mechanic, Alaska Fire Service
Catherine Crawford, Land Law Examiner, Office of Management, Planning & Budget
Ronald Teseneer, Geologist, Division of Mineral Resources
Lana Early, Legal Clerk, Fairbanks Support Center
Bryan Seibold, Land Surveyor, Division of Cadastral Survey

WELCOME ABOARD February 1987

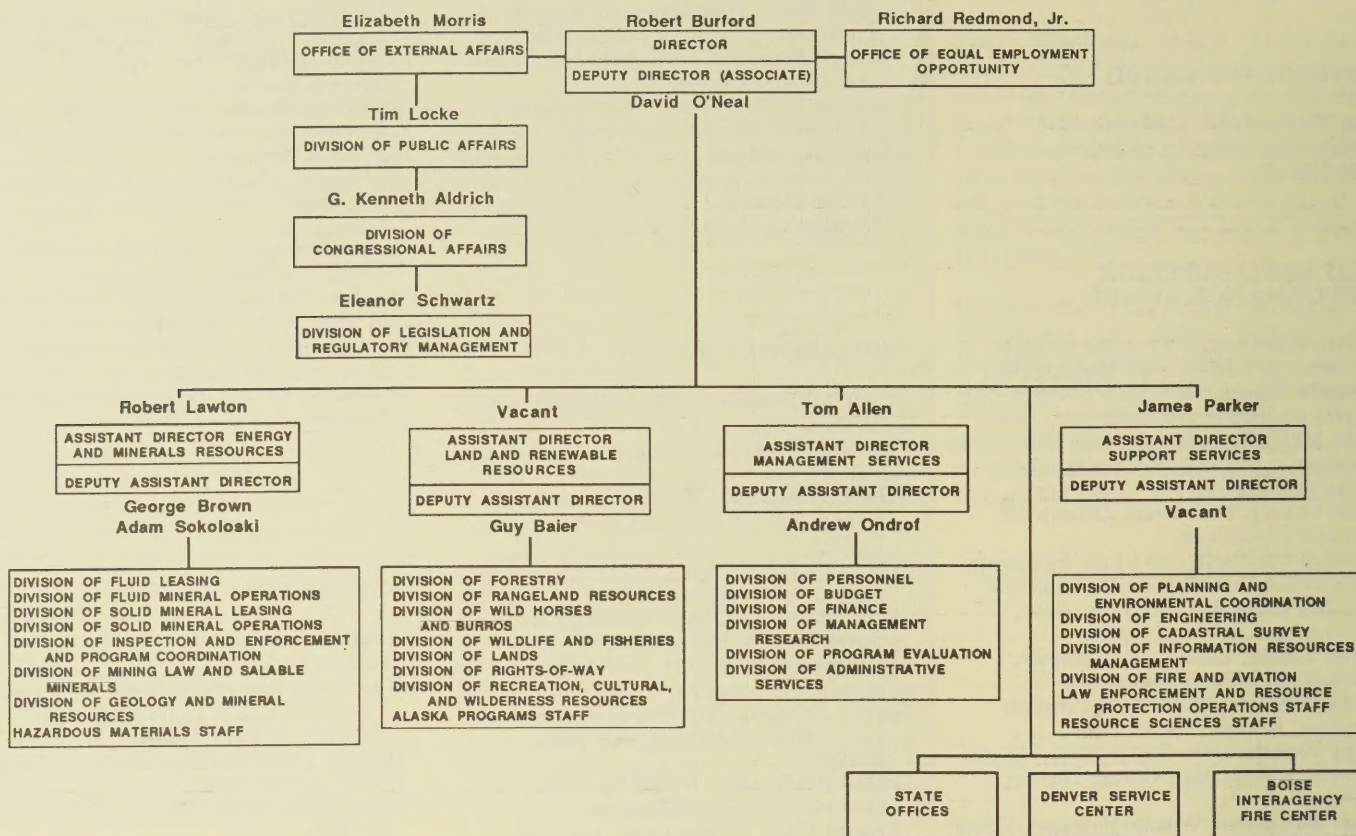
Norman Johnson, Land Surveyor, Division of Cadastral Survey

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Ron Davis, Land Surveyor, Division of Cadastral Survey
Dwight Hempel, Realty Specialist, Steese/White Mountains District Office



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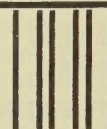
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